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Trapper's son reaches career milestone

Aboriginal engineering graduate proves it's never too late to start a new life

By David Beharry

At 57 years of age, most people are starting to think about retirement. But not Lloyd Mandeville. This month represents a milestone in his life—he receives his degree in civil engineering from the Faculty of Engineering. The occasion marks the beginning of a new life for Mandeville, but it also serves as the end of a long, demanding journey.

The son of a trapper and the fifth of 10 children, Mandeville grew up in Fort Smith, Northwest Territories—a desolate and harsh landscape today, but perhaps more so in post-war Canada, when aboriginal families lived a very traditional lifestyle. His family, members of the Salt River First Nations Band, grew up in the bush and lived off the land. Mandeville's father, Archie, built a two-storey wooden frame house for his family but they spent much of their time—during harsh winters no less—working trap lines and living in tents, lean-tos or unoccupied homes built by mining companies. "If we got cold we would build a fire, if we got caught in a blizzard we would build a lean-to and a big fire. The only real threat was in the spring when the black bears would come out of hibernation. Sometimes they would come close to the house if we had made a fresh kill."

The family would trap mink, lynx, fox and muskrat, hunt for moose and caribou and set nets for fish, which were dried and stored for the winter. They were entirely self-supporting. During his early years, Mandeville studied via correspondence. His parents helped him and his siblings with his studies.

"I don't remember throwing anything out—we would use every part of the animal. What we didn't eat we would feed to our dog-teams."

Boots and mittens lined with Thinsulate hadn't been invented: no one wore fleece-lined, waterproof Gore-Tex,

"My parents lived what they taught us. They were, and still are, the best examples my brothers and sisters have."



Engineering grad Lloyd Mandeville: "I would not have made it without Native Student Services."

no one marched through the bitterly cold landscape in a pair of Merrel hikers or Kodiak skidoo boots; indeed, there were no skidoos. The Mandevilles traveled on foot or by dog sled. Their mother made parkas and moccasins the family wore during the winter and their father made snowshoes from caribou sinew.

"I still have a pair of moccasins my mother made for me before she died, but it never gets cold enough here to wear them," Mandeville says. "When I go up North, that's when I wear them." It's also when he thinks of his mother most, and of family and his upbringing. "My father, Archie, who just turned 90, and my mother who passed away in 1989 taught us

simple values: honesty, perseverance and the golden rule, to always do unto others as you would have others do unto you."

His parents practiced what they preached. After the Second World War, there was an influx of Italian immigrants who traveled to the North to work in gold mines in Yellowknife. Mandeville remembers the newcomers as hard-working people who weren't exactly welcomed with open arms. "The local people didn't treat the Italian immigrants very well, but my dad helped them to fit into the community, helping them learn the language," he said. "My parents lived what they taught us. They were, and still are, the best examples my brothers and

sisters have."

The world was changing. Mandeville earned a civil engineering diploma and in 1978 joined the Alberta Opportunity Company as a construction consultant. Then in 1992 Mandeville's world was turned upside-down. While driving home from work, without warning, he couldn't hear anything. "The radio was on but there was no sound, the truck was running but I couldn't hear the engine." In a matter of seconds Mandeville had mysteriously lost 95 per cent of his hearing. Doctors are unable to explain the loss.

Mandeville continued to work "but I didn't feel I was productive." It was time to move on. In 1995, armed with a powerful hearing aid, Mandeville entered the University of Alberta. After completing the Transition Year Program through Native Student Services, a program designed for aboriginal students who are short on credits, Mandeville was accepted in the Faculty of Engineering.

"I would not have made it without Native Student Services. They helped me in every way. The entire staff has always been very professional and they keep native students in touch with Mother Earth. There was always an elder present for prayer services and they helped keep everything in perspective." The Specialized Support and Disabilities Services was also helpful: "They were instrumental in providing the tools so I could go to classes despite my hearing impairment," he said.

The U of A has played a significant role in Mandeville's family. His daughter, Marcela, earned her B. Comm. in 1996. Next year their son Michael will graduate from the Faculté Saint-Jean with an education degree.

What's next for Mandeville? He's in the market for a position in civil engineering specializing in structural design or geotechnical subsurface exploration. "I have numerous résumés out there and I'm getting some positive responses. I'm going to be selective because I want to enjoy what I'm doing. It's a grueling ordeal, but I'm happy to have earned my degree." ■

Mother and daughter graduate together

Both were so busy, they rarely crossed paths on campus

By Richard Cairney

When Karen Benzies convokes with a PhD in nursing, she'll be in good company—her daughter Heather will also graduate, with an education and science degree.

The mother-and-daughter pair have been attending the University of Alberta together for four years, but Karen has been on campus for eight, first earning her master's degree in nursing, then going straight into her PhD.

"I did two degrees back to back and I wouldn't recommend that to anyone because I had four days off school, then I started my PhD," said Karen, who is now teaching in the University of Calgary's Faculty of Nursing.

"My 'raison d'être' is teaching," she added. "I love students, and you can't teach without knowing the research, because one feeds the other. So to get a secure position as a teacher, I could see I had to get the PhD. When you know you have a limited number of years left in your academic career, the impetus to just keep going is stronger. If I were 25, I would



Heather and Karen Benzies both graduate from the University of Alberta June 5 and 7.

have taken some time off."

For her part, Heather can't figure out how her mother managed to stay in school for the better part of a decade. As a child, she was constantly asking her mother, "So how's school going?"

"Mom has been upgrading for as long as I can remember," said Heather. "I remember once when I was younger, Mom

took me textbook shopping and I was amazed at how heavy the books were and how many she had to read. I'm still amazed at how heavy textbooks are and how many we're required to read, but I guess now I'm coming at things from a slightly different angle."

Heather feels lucky to have had a mother who was also in school—few students have such understanding parents.

"I've been lucky to have a mother who went through the same experience as me," she said. "It was such a relief to know where to turn for all the answers about courses and registration that first year."

"She genuinely understood when I complained about all my lab reports due and how insane mid-term week was going

to be. Once, during an especially hectic time, I asked her why she loved school so much. She answered, 'Because I'm doing what I love.'"

While there was that extraordinary understanding, the two weren't exactly study buddies, living as students under the same roof for only a short time. Hectic schedules and the geography of campus life prevented their paths from crossing very often.

"We kept promising we would meet for lunch, but it rarely happened," said Karen. "The science people have classes by the river and health types like me are in clinical sciences so we were on opposite ends of campus."

Still, the two have shared experiences and will attend one another's convocation June 5 and 7. Karen said it will be a proud moment when her daughter graduates.

"She has a combined science and education degree," Karen said of Heather. "That makes her a science teacher and a darned good one. This gal is a hot commodity."

Heather has good things to say about her time on campus, too. "I'm particularly proud of being from the U of A," she said. "I got a good education and the people there believe in their students." ■

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Cyber-guru and honorary degree recipient spends time "rethinking democracy"

Tapscott says he's thrilled to be alive during this amazing time in history

By Gilbert A. Bouchard

Dubbed an international cyber-guru by none other than Al Gore, Don Tapscott would rather be seen as just a straightforward business strategist born in an exciting time.

"(Former US Vice-President) Gore called me one of the world's leading cyber-gurus over dinner one night and the Washington Technology Report said I was one of the most influential media authorities since Marshall McLuhan, but I consider myself a business strategist and change agent," says the author, leading business consultant and one of six receiving honorary doctorates at spring convocation.

"I am very fortunate to have been born at this amazing time in economic and human history when profound transformations are happening in every institution in society," adds the affable 53-year-old public intellectual who has written a number of influential works including *Digital Capital: Harnessing the Power of Business Webs*, *The Digital Economy: Promise and Peril in the Age of Networked Intelligence* and *Paradigm Shift: The New Promise of Information Technology*. "(The Internet) has introduced a new medium of human communication which is probably as important as the printing press and the invention of language."

Tapscott is also chairman of itemus inc. ("a company that architects new business models") and Maptuit (which provides web-based, location-based services), and founder of Digital4Sight Corp. (a cutting-edge new-economy consulting company recently bought by itemus).

According to Tapscott, we're seeing the emergence of a "new business orthodoxy" centred around the "business web"—highly responsive digitally linked partner networks of producers, service providers, suppliers, infrastructure companies and customers radically transforming the corporation as we've known it.

"We've been through a whole period when people thought the Internet was creating a great Web site or a dot-com to sell stuff on-line, but the last thing a business

needs is a new Web site—you need a new business model. The new economy isn't dot-coms. It consists of companies changing their business models. New economy companies can be steel companies, gas distributors, banks, auto makers, just like tech companies can be part of the old economy."

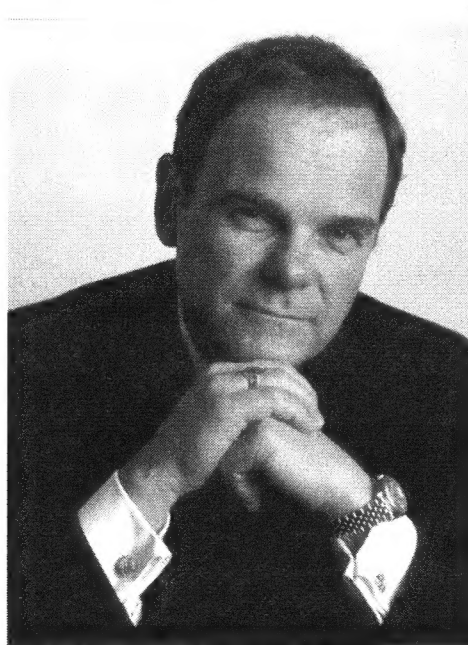
A University of Alberta Master of Education (research methodology) graduate, Tapscott says he's "deeply delighted" by the announcement of his honorary degree. He notes his interest in all things digital began in earnest during his graduate work at the U of A where he was "intrigued by the interactive learning environment."

"I was doing graduate work in statistics, pretty much all on computers, which really freed up the professor to structure one-on-one learning experiences for their students—this was easily 20 years ahead of its time."

"We still mainly use a teacher-centred, one-size-fits-all, one-way broadcast model when we have everything we need for a student-centred, customized, interactive model, which would enable not just a better learning performance but life-long learning for a knowledge economy," he explains.

But more than just affecting change in the face of business and educational practices, the Internet promises to transform every aspect of our society, including civics and governance. "One of my major interests at the moment is the rethinking of democracy. I'm working with heads of state with many countries around the world, helping them rethink the nature of government, governance and the relationship between citizens and the state in a global economy."

"Just like the printing press led to the decline of feudalism and rise of parliamentary governments, the Net is at the heart of profound changes in institutions of governance, which means some pretty tough stuff—old paradigms die hard. We fear what we don't understand." In his convocation speech Tapscott wants to address



U of A alumnus Don Tapscott

both the "great opportunities and the great dangers for business and for society" inherent in this great paradigm shift.

"The class of 2001 is the first of a new generation—the Baby Boom Echo—whose experience of youth has been so very different. Because of that I have great hope they'll be able to solve some of the problems that my generation has found inscrutable. They have a great responsibility and a great opportunity to change the world for the better."

Tapscott will receive his Doctor of Laws degree June 4. ■

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Clearing the smoke over marijuana

Is it time to consider softer laws for possession?

By Geoff McMaster

After quietly smoldering on the back burner for years, the marijuana debate is back on the public agenda. The country is once again open to discussion on whether simple possession of the drug should be legalized, or at least decriminalized.

The *Canadian Medical Association Journal* came out in support of decriminalization in an editorial last month, arguing the “minimal negative health effects of moderate use would be attested to by the estimated 1.5 million Canadians who smoke marijuana for recreational purposes. The real harm is social fallout.” The federal justice and health ministers announced it was time for a “frank” and open discussion, and all five parties have agreed to strike a committee to examine drug laws over the next 18 to 24 months. Even Premier Ralph Klein has weighed in, saying while he personally doesn’t like pot because it made him “paranoid,” he’s ready to talk about changes to the law.

The country’s police seem divided on the issue, with the Canadian Police Association claiming marijuana is a dangerous “gateway” to harder drug use, and the RCMP and Canadian Police Chiefs saying money spent prosecuting those caught with small amounts—half of all drug arrests in Canada are for simple possession of small amounts of pot—would be better spent on more serious crime. The most recent public opinion survey shows a majority of Canadians do not support treating simple possession as a criminal offence.

To begin the long process of clearing the smoke on this issue, we surveyed a few people on campus for their views, just to stoke the embers, so to speak.

Dr. David Cook, pharmacology

When we look simply at the physiological consequences to the body that we know about, clearly not using any drugs is the preferred option. But it’s hard to see a lot of massive problems looming up with marijuana.

The drug is not without some adverse effects. It does impair co-ordination, has effects on memory and is frequently smoked—and putting smoke into your lungs isn’t a terribly smart thing to do. However, one would have to say it’s less hazardous than many medications we don’t really think twice about.

(The “gateway” drug argument) I have some trouble with...if you ask what proportion of marijuana users wind up addicted to heroin or cocaine, the figure is very small. My own view is we have more problems as a result of criminal prosecution than we would have by decriminalizing it. But I am concerned this will be seen as giving the drug a clean bill of health—it doesn’t have, no drug does.

(It also bothers me that) you get a politician who says, ‘Ya, I smoked pot when I was a teenager. I didn’t like it—I didn’t inhale, or it made me paranoid or whatever. But you didn’t catch me with the stuff.’ Then you get some unfortunate and not very bright person who gets caught with their stash and they end up in deep trouble and with a criminal record. It strikes me that it’s an expensive mockery of the principles of justice.

If I had a kid of my own, I would probably rather they smoked pot than drank. I’d rather they didn’t do either, mind you. And the only reason I might reverse that, is in this environment, there’s a very significant adverse effect (to smoking pot)—it can cause your body to be thrown in jail.

Dr. David Gifford – botany, teaches course called “Drugs of the World.”

Everything I read says there is no reason why marijuana should be criminalized. Scientific evidence would argue against it. I can go further and say we don’t criminalize smoking (tobacco) and alcohol and I would say those are much worse activities. The effects of smoking a few joints are quite minimal... if you’re a heavy user it can lead to problematic behaviour, but the same could be said of alcohol use.

If you asked if marijuana is carcinogenic, I can’t answer yes or no. But is it as carcinogenic as nicotine? Definitely not. Is marijuana poisonous? Tests haven’t shown definitively one way or another, but nicotine is one of the most poisonous substances on the planet. Is marijuana addictive? If you look at literature, you will find studies that will say if someone takes a significant amount over a significant amount of time, yes, it is, but compared to nicotine, no, it’s not as addictive. If you were to say to me, ‘what should we be banning,’ there’s no doubt in my mind that tobacco leaves should be banned before marijuana.

In terms of toxicity, nicotine is by far the worst. If you take pure nicotine and rub it on your skin, it can kill you. A good Havana cigar has enough nicotine in it to kill two adults, but doesn’t because your body doesn’t absorb all the smoke in its most toxic form. With marijuana, THC doesn’t get into the blood stream as easily as nicotine does.

Chris Samuel, president, Students’ Union

It’s a value judgment—that’s what it boils down to. In our society we allow things like alcohol, we allow things like cigarettes which contain nicotine—which has been proven to be a deadly toxin—but we don’t allow other things like marijuana which has been deemed a soft narcotic.

They haven’t been able to prove the negative side effects of marijuana consumption. The CMA has said there are minimal effects—such as

loss of memory, respiratory problems—but they’re not conclusive as of yet. Me, personally, I’d probably have to see the facts. Are there negative effects or not? What are the long-term implications of moderate marijuana consumption? For alcohol and nicotine, we do have those studies.

You can’t say you don’t want students to have a record, therefore we should be lenient with those people who are caught with marijuana. What’s so special about marijuana? Getting the facts, especially at this stage, is so necessary. What would be unbelievably detrimental would be for the government to move on this issue without realizing that marijuana is one of the most addictive narcotics out there.

Dr. Malcolm King, pulmonary medicine

I certainly think it should be decriminalized. I’m not so sure about legalization.

It’s mainly young people who get hurt by having a criminal record follow them for years or the rest of their life, and I don’t think it’s appropriate for society to act that way for something that generally doesn’t do any harm to anyone else.

It’s probably got some [medicinal] use, but I think it needs to be seriously studied, which means the government should be prepared to put some real money into funding some research on it. There’s enough evidence that it might work, and therefore the government should pay for research to find out whether it’s helpful or not.

There have been a number of studies looking at marijuana—the associated effects of smoking tobacco (since many users smoke both) are probably its major side effect...but my general impression is that it’s probably not a whole lot different than the equivalent tobacco use. But then anybody who smokes 20 marijuana cigarettes a day is probably going to be overwhelmed by the effects of the drug and not the other health effects.

As part of decriminalization, I think the government ought to put further resources into testing. Then we’d be prepared to decide whether it’s of any use or not.

Dr. Bob Sinclair, psychology

One of the things I’ve noticed in the newspapers, especially with the Canadian Police Association coming out contrary to the police chiefs and RCMP with respect to decriminalization, is the use of flawed logic (in the “gateway drug” argument). It’s probably true that 99 per cent of heroin users started out using marijuana, but only about one per cent of marijuana users go on to use heroin. I heard John Diefenbaker

use the same argument 35 years ago or something. The analogy is that mother’s milk leads to alcoholism.

I also believe that the more you can do to take things out of the hands of organized crime, the better. It makes sense to me that decriminalization would be reasonable.

As a scientist, it’s important to explore the potential for medical benefits in a systematic order...it would be really nice to have some actual, well-executed studies addressing this issue.

It doesn’t make sense to me that people should have a record for possession of pot. Some people have argued that one of the reasons pot was made illegal in the US and has remained illegal is that liquor lobbies are very powerful...and if people could grow this themselves and it were inexpensive, the liquor lobbies would see this as a threat. The government licenses distilleries and gets a lot of tax revenue from it...if they did that with marijuana they could still make it illegal for people to grow it themselves, and then they would get the tax revenue. ■



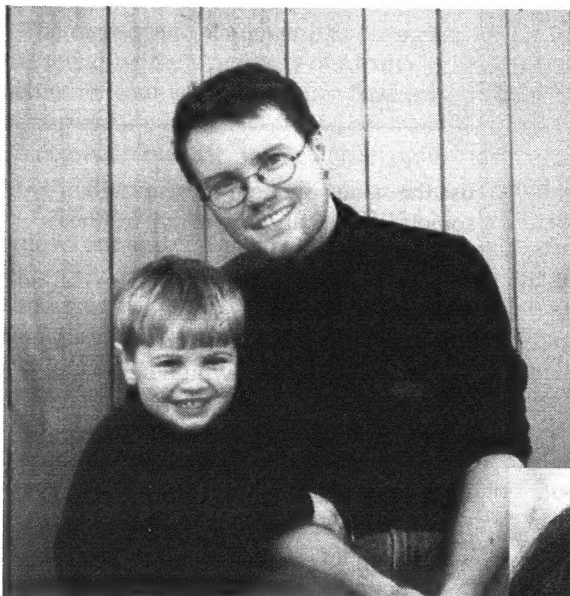
It must be something in the air

U of A continues to produce hot new writing talent

By Gilbert A. Bouchard

Could it be something in the water or in the rarified air of the Humanities Centre? The University of Alberta has a long reputation of producing quality poets and novelists but has seemingly outdone itself in the past few publishing seasons with an impressive bevy of fresh emerging writers.

Understanding that any feature leaves out as many writers as it includes, what follows is a handful of stellar novelists and poets whose work is currently gracing national best-seller lists and bookstore shelves.



Thomas Wharton

Author of the recently released, best-selling novel *Salamander*, and the critically acclaimed debut novel *Icefields*, Wharton knew he was going to be a writing lifer when one of his fellow writing students told him out of the blue he had what it takes to succeed.

"That just stuck with me—especially in one of these kind of (writing) classes where people jealously guard their egos," says the 38-year-old Grand Prairie-born and raised author. "That was the first time I saw something in my writing that could be developed into a lifetime career."

More that just giving him the sense of being a writer, the demanding writing courses, taken with the likes of Rudy Wiebe, Kristjana Gunnars and Sara Stambaugh, helped develop the necessary work ethic needed to produce a sprawling work like *Salamander*, an ambitious post-modern historical novel reminding one of the layered works of a Calvino or Borges.

"Those courses were indispensable in that they forced you to meet deadlines and be disciplined in a more organized kind of way," explains the affable author who also honed his deadline skills drawing weekly comic strips ("Disenchanted Forest" and "Heisenberg") for the U of A's undergraduate newspaper, *The Gateway*.

"It was learning about the discipline of being a writer, being among peers, having a sense of inspiration and learning to keep working. It's always too easy to find excuses not to work."

Wendy McGrath

For poet and soon-to-be-novelist Wendy McGrath, U of A studies were not only about camaraderie among herself and her fellow writing students and professors; they were also about expanding intellectual horizons.

Case in point, the cover of her debut volume of poetry, *Common Place Ecstasies*, features a mesmerizing print ("The Twisted Veil, site of imagined opposition") by U of A printmaking professor Walter Jule. Yet, this choice of cover art goes far beyond simple aesthetics, for not only did McGrath take Jule's "Word and Image" class, the two collaborated on a unique text-image art show that graced the walls of Edmonton's Harcourt House Gallery last season.

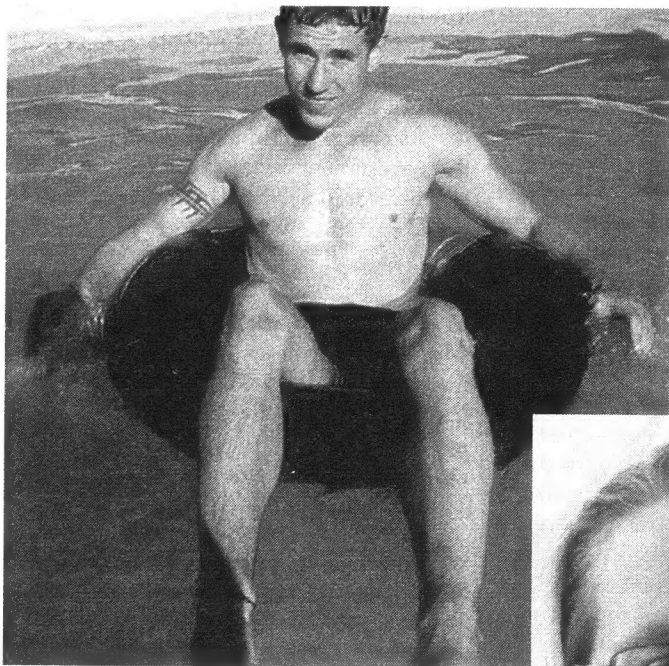
"There's a very good mesh there between Walter and my poetry," notes McGrath of both her choice of cover art and a collaboration Jules referred to as a "jazz-like improvisation" between two authors.

"Writers can't write in a vacuum—you

need openness, and you take in a lot of what is around you," notes the poet whose book spans a large spectrum of subject matter from truck-stop diners to the art of Vincent van Gogh and Jan van Eyck to meditations on Tupperware. "This openness includes reading other poetry/fiction, examining works of art, viewing films, listening to music—everything a writer does, small or large, has an influence on what you write."



Recipient of the 1998 James Patrick Folinsbee Prize from the Department of English, McGrath is currently hard at work on her debut novel, *Recurring Fictions*. Already sold to the U of A press, the work promises to continue the textual experimentation undertaken in her poetry.



Todd Babiak

You certainly can't accuse Todd Babiak of writing in too narrow an autobiographical vein in the novel *Choke Hold*.

While you might recognize a bit of Leduc (Babiak's hometown), or even an incident or two if you hail from that community, that's pretty much where the similarity ends.

Unlike his protagonist, Jeremy Little, who is recovering from the total collapse of his business and personal life, the 28-year-old Babiak has never had it sweeter.

He just started his "dream job" as an entertainment columnist for *The Edmonton Journal*. And his debut novel just recently won the Writers Guild of Alberta's first novel award (after being short-listed for the national Rogers Writers Trust Fiction Prize). No mean feat.

For Babiak, the flood of success is also a sweet vindication of his choice to take a "really broad" liberal arts degree (majoring in political science). The hard-hitting writer took a bevy of fiction and non-fiction writing courses, went out of his way to take courses in film studies and religion (among others) to maximize his intellectual experience, and wrote for *The Gateway* for three years ('92 to '95).

"It's so important as a writer to meet people who are different from yourself—that's how you get material to write about," he says. "I have to say I just loved my time at the U of A," concludes Babiak in further opposition to his dropout protagonist. "If I could, I'd do it all over again."

Shawna Lemay

Shawna Lemay wants readers to see *Against Paradise*, her second volume of poetry in as many years, as a year of Fridays.

You see, since the birth of her daughter Chloe in 1999, Lemay can't take writing time for granted.

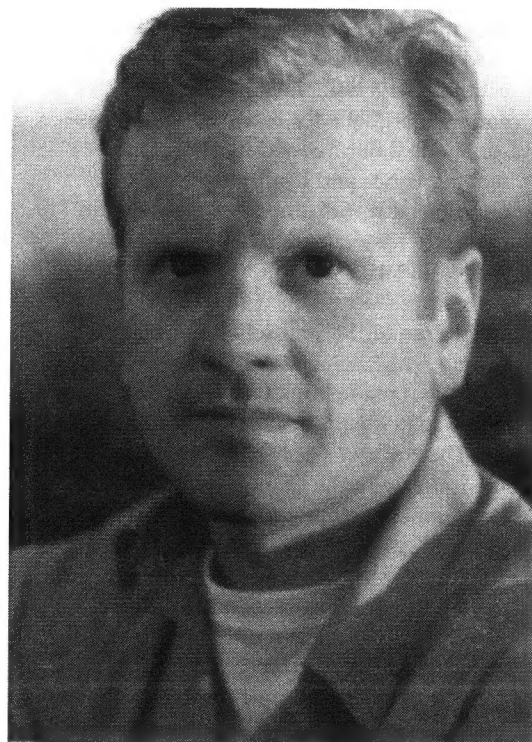
"Every Friday morning, my husband (Robert Lemay, fellow U of A graduate and nationally renowned still-life painter) takes Chloe to visit Grandma or Great-Grandma while I sit down and write the poetry that's been growing in the back of mind all week," notes the ever-eloquent poet. "I see it as a mini-creative writing class—it forces me to focus because I know it will be a week before I can sit down and write again."

Not that she finds this at all onerous. This writing process fits well into her living-in-the-moment, detail-oriented style. She's a poet who composes verse still lifes to match the work her husband is creating in their home's basement studio. This parallel was further underlined in her Gerald Lampert and Stephansson Award-winning first book, *All the God-Sized Fruit*, in which she actually

wrote about one of Robert's paintings.

In this second collection of verse, Lemay has created a work that bears some intellectual relationship to Wharton's *Salamander*: a literary biography of Venice inspired by her 1993 honeymoon visit to the oft-immortalized city and by an inordinate amount of reading.

"I almost read too much," jokes the poet whose book features poems reflecting Venice through the eyes of authors such as Lord Byron, Peggy Guggenheim and Ernest Hemingway, among others.



Timothy Taylor

Timothy Taylor knows all about leaps of faith.

For starters, the 37-year-old economics graduate left a lucrative and ultra-stable career in corporate banking for the quirky freelance writing world. Secondly, he decided to stretch his creative legs as far as they would carry him, choosing a professional chef and an anthropologist as protagonists for *Stanley Park*, his debut novel five years in the making.

"I didn't really set out to set a novel in a professional kitchen," jokes the well-established Vancouver-based writer known primarily for his award-winning short fiction and magazine journalism.

"More and more of the book seemed to unfold in the kitchens as I wrote the book, and in the end two thirds of the work takes place there. That happens all the time—not knowing exactly where you are going and just taking that leap of faith."

Ironically, the one impulse he regrets not having pursued was not writing more for the U of A *Gateway* when he was a student. "I did write one concert review, which rose out of this optional English course I was taking. We were studying journalism in class, and I was reading a book on the art of the interview and decided to test it out and write at *The Gateway*."

He decided to track down the band Rational Youth (playing at SUB Theatre at the time) and "talked to this guy with the group for an hour-and-a-half interview—my first."

"They must have thought it was so funny—I was treating them like heads of state." ■



Are happy workers better workers?

Perhaps you should be happy to have a sad employee

By Robert C. Sinclair and Carrie A. Lavis

In the past few decades, the popular (and common sense) belief in the area of organizational behaviour and organizational psychology has been that happy workers are better workers. This belief is interesting, since little empirical evidence supports it. The link between job satisfaction and job performance is tenuous at best, which is not surprising, given that some people are quite satisfied with their jobs because very little is required of them. Others are extremely satisfied because of the inherent challenges involved in the jobs. A growing body of literature in the area of social psychology demonstrates that sad moods lead to more contemplation and, often, more thoughtful/accurate judgments.

Indeed, the only work that we could find that could be interpreted as addressing the effects of short-term emotions in the workplace involved the effects of plant density (the amount of flora in the work situation) on satisfaction and performance. This work demonstrated that people in plant-dense environments reported being more satisfied and reported that they were more productive than their counterparts in less plant-dense environments. Interestingly, measures of actual productivity demonstrated that plant density was inversely related to

performance—the people who thought that they were more productive were, in fact, less productive.

We recently conducted a series of four studies addressing the effects of experimentally induced happiness versus sadness on work productivity. We had happy and sad people build circuit boards. In the first study, sad people committed significantly fewer errors than did happy people (approximately half the number of errors) but there was no difference in the number of boards completed. Thus, sad people were more productive. In the second study, we replicated the error effect in the first study and found evidence that happy people might have been avoiding devotion of energy to the task in order to maintain their happy moods: they perceived that task as something that might detract from their present feelings. Conversely, sad people appeared to be devoting energy to the task in order to distract themselves from their sad feelings (and in this way, they felt better).

These findings might appear to make us the poster children for bad bosses out in the real world. However, it is important to note that in Studies 1 and 2, moods were not perceived as being related to, or caused by, the work situation. In Study 3,

we varied whether the mood states were perceived as related or unrelated to building circuit boards. When the mood was seen as related to the task, our effects were attenuated. In Study 4, we varied the perceived affective consequences of building circuit boards. When people believed that the task would make them feel good (regardless of their initial mood), they devoted more energy to the task and performed better than people who believed that the task would make them feel bad (or those who had no expectancies regarding the effects of the task on their moods).

So, the bottom line is that it is important for organizations to take into account the emotions of their employees. Furthermore, it seems that creating situations that lead people to believe that performing their jobs will cause them to feel good, could have benefits; that is, this could cause increases in motivation and superior performance. Finally, we note that “happy workers are not always better workers.”

(Robert C. Sinclair is associate professor of psychology. His interests lie in the areas of the effects of affective states on judgmental processes, attitude formation and change, responses to persuasive appeals, and the application of psychology in organizational behaviour and marketing. Carrie A. Lavis is a doctoral candidate in psychology and will begin

post doctoral studies in organizational behaviour in the Business School at Queen's University in July 2001. Her interests lie in the areas of industrial/organizational psychology and the application of basic research to organizational issues.) ■

folio letters to the editor

Folio welcomes letters to the editor. Send your thoughts and opinions via e-mail to richard.cairney@ualberta.ca, fax at 492-2997, or by mail to Folio, Office of Public Affairs, 6th floor General Services Building, Edmonton, Alberta, T6G 2H1. Letters may be edited for grammar, style, accuracy and length.

Workplace relationships make the job

By Graham S. Lowe

Good relationships in the workplace mean more to job satisfaction than pay or benefits. They are, in fact, the essential ingredients of a ‘good job’.

This is a central finding in *What's a Good Job? The Importance of Employment Relationships*, a new study by Canadian Policy Research Networks, co-authored by Grant Schellenberg and myself.

The study is based on a survey of 2,500 employed Canadians and eight focus groups completed last year.

The traditional, ‘structural’ approach to employment focuses on whether a person works full time or part time, is self-employed or an employee, or is in a temporary or permanent position. “Good jobs” have been seen to correspond with “standard employment”—permanent, full-time jobs, with benefits. Temporary, part-time and self employment have been seen as non-standard, and are often regarded as synonymous with “bad jobs.”

This study departs from that model.

By focusing on employment relationships, the study assesses jobs from the perspective of the workers’ actual experience. The results lead to a more refined view of the changing nature of work in the ‘new’ economy.

Recent decades have seen steady growth in non-standard employment. Close to half the employed workforce is in non-standard jobs. However, not all non-standard jobs involve weak employment relationships. Nor do standard jobs necessarily guarantee strong employment relationships.

The study defines employment relationships in terms of four social-psychological dimensions:

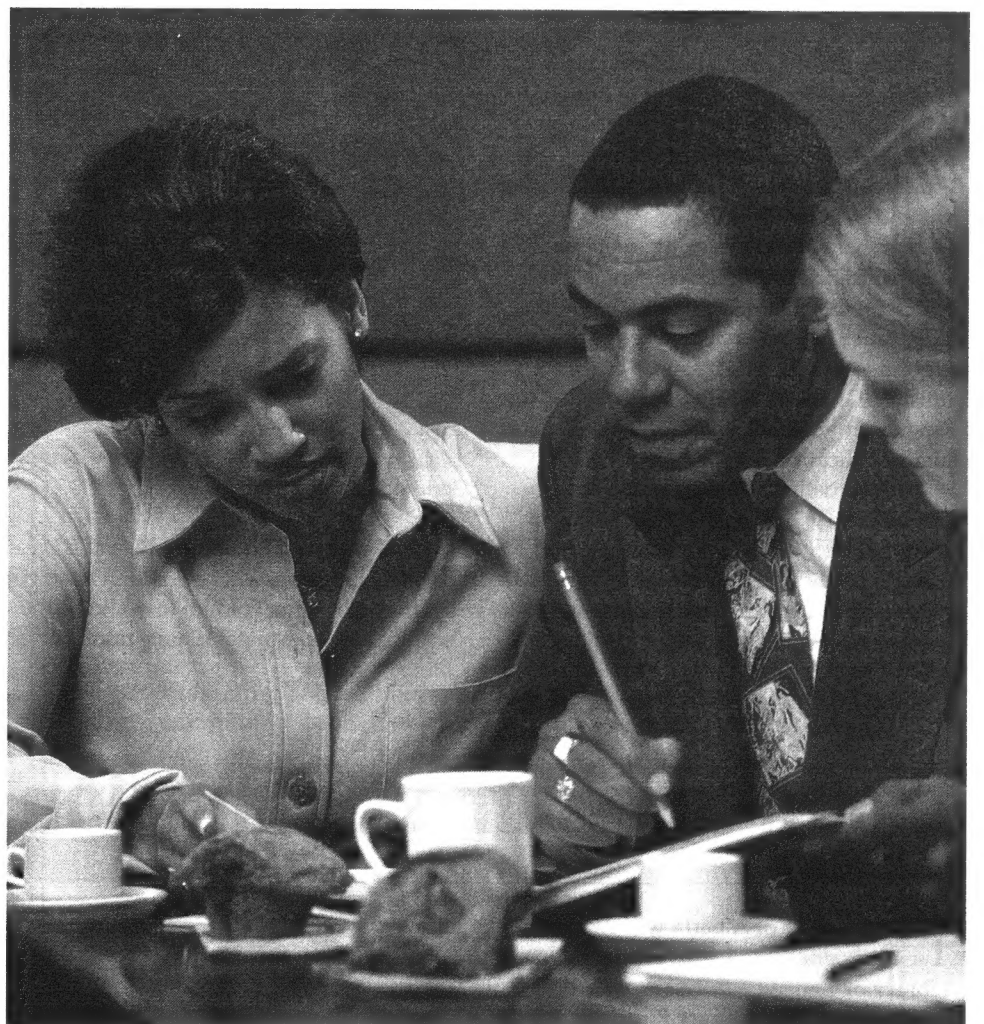
- Trust** - the expectation that the employer or client will act fairly,
- Commitment** - an individual's identification with an organization and its goals,
- Influence** - having a say in the decisions affecting one's work, and
- Communication** - a clear understanding of one's role, the information needed to perform it, and feedback on how one is doing.

These aspects of employment relationships are prerequisites for meeting Canadians' aspirations for satisfying and meaningful work.

A key question addressed in the study is “what kind of work environment fosters strong employment relationships?” The answer is a healthy and supportive workplace, with the tools, information, training and other resources to do the job well. Downsizing and restructuring weaken employment relationships. And while pay isn't everything, it is important that employees perceive their pay as fair.

All this matters, because strong employment relationships are associated with high job satisfaction, good workplace morale, opportunity for skill development, lower turnover, and lower absenteeism.

Strong employment relationships clearly benefit both employees and employers. More attention to employment relationships would serve both the workplace and society. Trust, commitment, communication and influence are qualities ideally suited to maximizing skills and creativity



in a rapidly changing global economic environment.

Dr. Graham Lowe is a University of

Alberta sociology professor who is now serving as the Director, Work Network at the CPRN. ■

Innovative kettle design earns national praise

Tippy the kettle prevents burn injuries

By Phoebe Dey

Joel Yatscoff spent hours researching ways to make a better kettle, but in the end he went with what he knew best.

"I knew it had to look and be safe to use, yet I wanted something that was cheerful and whimsical, and I think that's what I ended up with in Tippy," said Yatscoff, who is entering his fourth year in the industrial design program at the University of Alberta.

Tippy is the name of Yatscoff's kettle that won second place in Designing for the Real World, a national design competition sponsored by DuPont Canada. Yatscoff recently received the honours—which included a certificate and \$3,000—at an awards ceremony in Toronto. Out of a field of 60, judges originally chose four conceptual kettle designs and gave those students \$500 to turn their ideas into actual prototypes.

Before he came up with the final product, Yatscoff considered ways in which he could improve on existing kettles. "I thought of some of the problems, one of which is when you tip a kettle to pour it, you can burn your hand," he said. "There's also the mobility issue, the ease of use, and you want something at low-cost. A good design is one anyone can use regardless of age or economic status, and that's what I think I came up with."

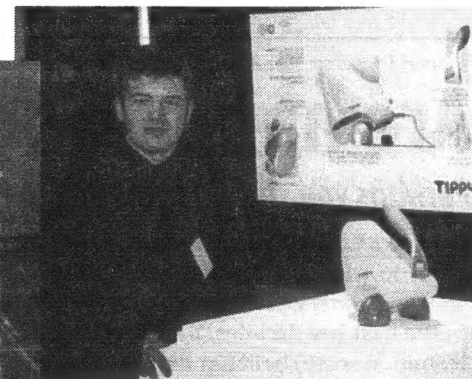
Tippy's triangular shape allows it to be

poured by remaining on the counter when it is tipped over, keeping the handle as far away as possible from the spout and eliminating accidental steam burns. The kettle also features a "no-splash spout," a water-level gauge, and a switch allowing the user to choose between simmer, boil and shut-off.

The first-place award went to a student from Carleton University whose design was "very similar" to Tippy, said Yatscoff.

Participating in these types of competitions is invaluable, said Robert Lederer, Yatscoff's instructor in the Faculty of Arts program.

"This type of recognition for students when they leave here is important for when they go for jobs," said Lederer. "It's the nature of our industry and important for companies to be able to say they have 'an award-winning design.' The process for entering these competitions is similar to what industrial design students will do as consultants, so putting their stuff out



Fourth-year design student Joel Yatscoff built a "cheerful, whimsical" and safer kettle—named Tippy, and earned praise at a national design competition.

there to be judged is a great experience. Plus, you never know who is out there and who will see your product."

Tippy is currently on display in Toronto's Design Exchange and will then spend the first week of June in Montreal as part of an international design conference. "It's amazing what else is out there—the quality of work is just amazing," said Yatscoff. "There is just a completely different way of thinking when it comes to design. Who would have thought there could have been so many excellent and different ways to design a kettle? It's been a great experience." ■

"I thought of some of the problems, one of which is when you tip a kettle to pour it, you can burn your hand. There's also the mobility issue, the ease of use, and you want something at low-cost. A good design is one anyone can use regardless of age or economic status, and that's what I think I came up with."

—Design student Joel Yatscoff

Richard Eaton Singers brought music to the people

Charismatic conductor pivotal figure in Alberta's music history

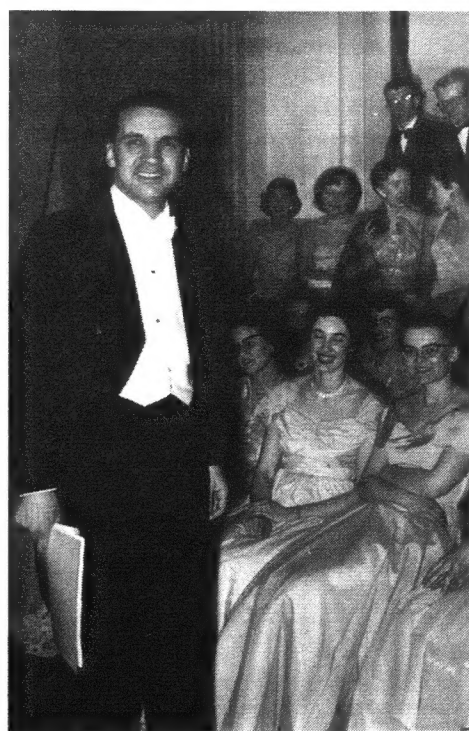
By Tom Murray

Margaret Matheson is surely entitled to a celebration. Her biography of Richard S. Eaton, a nine-year undertaking entitled *A Passion for Music*, is finally finished and rolling off the presses. A book launch at Convocation Hall May 31 has now capped off Matheson's hard work.

Founder of the University Mixed Chorus, (later the Richard Eaton Singers), and head of the music department through many significant changes, Eaton was a zealous proponent of music. He not only nourished a love of choral and classical music in the citizens of Alberta and Edmonton, but was a man of considerable wit and personal charm.

It's that side of Eaton, the man who surmounted a lack of formal education, which interests his biographer the most. "He came from a very ordinary background," explains Matheson. "He never finished Grade 8, which was normal at the time for anyone not planning to pursue higher education."

"He actually worked for years at a menial library job. When he was offered a scholarship to McGill, he couldn't accept because he hadn't finished high school. So at the age of 19, he went back to finish it. For me that was a kind of significant thing. By



Richard S. Eaton

the time he got to Edmonton, he had a Bachelor of Music, which wouldn't have gotten him a job here. For him to rise to be the head of the department is quite unusual."

When Eaton arrived at the university, music was merely a division under the umbrella of the Department of Fine Arts. Eaton headed the music division for nearly 20 years, from 1948 to 1967 (he died in 1968). In that time, he not only played a dominant role in splitting the music division from the parent department (it became its own department in 1965), he also found time to help standardize musical examinations with his work on the Western Board of Music.

Eaton was also a co-founder of the Edmonton Centre of the Canadian College of Organists, roaming examiner for the Western Board, and driving force behind many classical and choral ventures of the time. It's no wonder that Matheson, who was busy researching a history of the Richard Eaton Singers for their 40th anniversary, became fascinated by the man himself.

"I would listen to the stories and anecdotes, and I spent a lot of time in the university archives reading the letters he wrote to other people and I thought, here's a biography staring me in the face," says Matheson.

Matheson's book doesn't fix Eaton as merely a pivotal figure in our province's

music history. She sees Eaton as more than that. Her biography is filled with details of Eaton as a warm, witty participant in the social life of his time, not just spreading the gospel of choral music, but interacting with ordinary people.

"He was important to the city, the province, and to spreading the joy of participation in choral music to many people through the various choirs he worked with. They didn't just give concerts; they went into the elementary and high schools. It's hard to reconstruct what it was like then, before the days of television. It was an electrifying experience to have these young people and their beautiful gowns. And always, no matter what hamlet he was in, he always wore white tie and tails. And he loved to mix with people—he was certainly not a snob."

"It wasn't just music; he represented the university. There's a part in the book where Henry Marshall Tory, the first president of the university, said 'if the people can't come to the university, the university must go to the people.' And that's a concept Richard Eaton really understood."

A Passion for Music is available from Spotted Cow Press at www.spottedcow-press.ca. ■

U of A to resume submission of theses to National Library

By David Beharry

The University of Alberta will resume sending graduate theses to the National Library of Canada.

"The National Library has dealt with concerns addressed by the graduate students," says Neil Hepburn, executive vice-president of the U of A Graduate Students' Association. "The new agreement clearly stipulates third party distribution is not

allowed."

Last July, a number of students surfing the web were stunned and outraged to find their dissertations for sale by Contentville (contentville.com), a company partly owned by NBC, CBS, and Microsoft. It turned out that through a subcontract agreement with Bell and Howell, a Canadian company that copies

theses for the NLC, Contentville had gained the right to sell the theses without graduate students being aware of it. General Faculties Council (GFC) decided last fall to delay sending theses to the National Library until the matter was resolved.

In other GFC news, a proposal to place undergraduate and graduate stu-

dents on faculty hiring committees was defeated.

"Unbelievably disappointed" was the reaction from Students' Union President Chris Samuel, who said he's "never felt so marginalized," since in his view the main reason given for not supporting the proposal was that "students were not competent." ■

Engineer earns Killam—and big cash reward—for career

By Ryan Smith

It takes an engineer to balance the huge stacks of paper that line Dr. Norbert Morgenstern's desk and cramped office space. "Over a 35-year career you accumulate things," Morgenstern said with a smile.

Morgenstern has accumulated more than most. The University of Alberta civil and environmental engineer's curriculum vitae runs more than 30 pages and includes more than 35 national and international honours. As of last week, he was able to add a new award to the list, and one big enough to quicken the pulse of even the most experienced prize collectors.

Morgenstern was one of three Canadian professors to win the national Killam Prize for 2001. The recognition includes a \$100,000 reward to each of the professors, and the money is tax-free and given without any expectations that it be used to fund research, or anything else.

"Some of it will be donated," said Morgenstern of his prize money. "And use of the rest of it will be subjected to discussions with my family."

Proffered by the Canada Council for

the Arts, the annual Killam Prizes are given to recognize outstanding career achievement in the natural sciences, health sciences and engineering. He receives the award along with Dr. Werner Kalow, a pharmacologist at the University of Toronto, and Dr. Ronald Melzack, a psychologist at McGill University.

"When you look at our department in terms of research programs and recognition, [Morgenstern] ranks right up at the absolute top. He's a leading expert in his field, and he's a big reason why our department has such a strong reputation internationally," said Dr. Terry Hruday, chair of the U of A Department of Civil and Environmental Engineering.

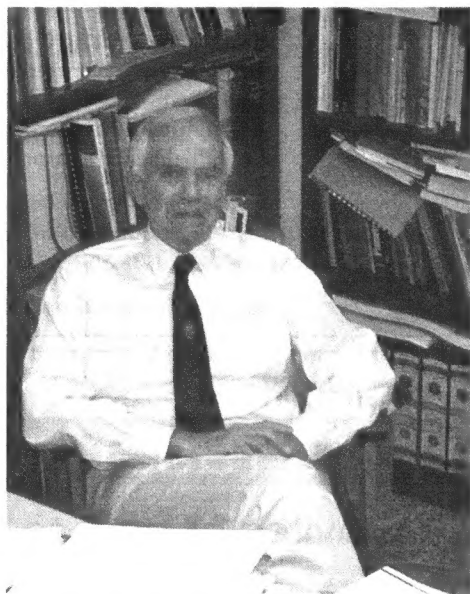
"I came to the U of A from Toronto at the beginning of 1969," Morgenstern said. "Dean [Dr. R.M.] Hardy was just putting the department together—he was the grandfather of geotechnical engineering in Western Canada—and we had excellent resources here. One was only limited by one's own imagination."

Morgenstern's research focuses on the

stability of earth and materials, as well as on the movement of materials in the earth. Throughout his career, Morgenstern has written more than 300 articles in technical publications. Though "retired" from official duties in 1999, Morgenstern continues to act as a consultant on projects around the world. Recently, he has worked on the Diavik diamond mine in Argentina, and a project to mitigate the potential of land slides in Hong Kong.

He counts among his career highlights, his contribution to the development of the Norman Wells pipeline in Northern Canada, which was the first pipeline buried in permafrost and continues to be used effectively today.

However, in addition to all of Morgenstern's accomplishments in the field, Hruday said Morgenstern should be recognized for his contributions as a teacher. "He has supervised or co-supervised 23 masters and 45 PhD students," Hruday said. "Often times people of [Morgenstern's] stature are hard to get to, but he's certainly not that way, he's easy to



Professor Emeritus Dr. Norbert Morgenstern.

approach...People from all over the world want to come here and study with our group, and, among everything else he's done, he really helped build our graduate program into what it is today." ■

Rural teens at greater risk to drink and drive

Population research lab study sheds light on trend

By Ryan Smith and Rob Desjardins

County reeves and high school principals have long suspected it: rural Alberta teenagers are more likely to die in alcohol-related traffic accidents than teens in Edmonton or Calgary. A new study undertaken by the University of Alberta Population Research Laboratory confirms, and sheds light on, this trend.

Although other studies show alcohol use appears to be equally prevalent among rural and urban teenagers in Alberta, the U of A researchers found that teenage drinking and driving may be more widespread in rural areas. The phenomenon may be explained by the "routine activity theory," says principal investigator Dr. Harvey Krahn, a sociology professor and associate dean (research) of the Faculty of Arts at the U of A.

"One interesting direction this study took led us to this theory," Krahn said. "That is, we look at normal behaviour to explain problematic behaviour."

Surveying teenagers in the east-central Alberta county of Flagstaff, Krahn and fellow researchers Cathy Drixler and Robert Wood noted that those teens who spend more time "driving around" with friends for fun, and those with more disposable income, are more likely to drink and drive.

"All that sounds consistent with my experiences," said Const. Steve Irwin, an 11-year veteran of the RCMP who is now working out of Morinville, a rural town north of Edmonton. "In many ways it's common sense. The ones with more money can buy cars and alcohol."

Irwin also said it's more difficult to

get around in rural areas, so a greater proportion of people are driving there. "Where you may be able to walk or take the bus in the city, you have to drive in rural areas to get anywhere, so more people drive, and then more are drinking and driving."

"What we're able to see is that problematic behaviour is more prevalent because it happens in the place of normal behaviour—these rural kids getting into trouble aren't all deviants," Krahn said.

Krahn's study, part of a larger investigation on "quality-of-life issues" in rural areas that was commissioned by Flagstaff County, was recently published in the *Journal of Youth Studies*. The journal article also indicates teens with greater educational ambition and more respect for

authority figures are less likely to drive drunk, as are those who often attend a place of worship.

Irwin said the RCMP employs a variety of strategies to reduce the incidence of drinking and driving, but he thinks the most effective deterrent is peer pressure. He also said that at this time of year—high school graduation party season—RCMP officers are particularly on alert, and he offered this advice: "First of all, if you want to party, then go ahead and party, but make arrangements so you aren't putting yourself in a dangerous situation. Some people will listen to authorities and some won't, but most people will listen to their friends, and they won't drink and drive if it will turn their friends away." ■

And the recipients are...

Killam Award honours teachers for commitment to excellence

By David Beharry

The 2001-2002 Killam Annual Professorships have been announced. The Professorships are based on scholarly activities such as teaching, research, publications, creative activities, presented papers, supervision of graduate students and courses taught, as well as service to the community beyond the university.

The 2001 – 2002 recipients are:

Dr. Miodrag Belosevic, from the Department of Biological Sciences. Dr. Belosevic's career is marked by his impressive contributions in each of the major research programs he has undertaken.

Dr. J.J. Roger Cheng, from the Department of Civil and Environmental Engineering. Dr. Cheng has an outstanding record of achievement in teaching, research and service to the university and the community.

Dr. Kerry Courneya, from the Faculty of Physical Education and Recreation. Dr. Courneya is well qualified, prolific, hard working and has rapidly established his research career and been very productive.

Dr. Royston Greenwood, from the Department of Strategic Management and Organization. Dr. Greenwood is widely recognized as a leading scholar in the

areas of organizational change, institutional theory, and the management of professional service firms.

Dr. John-Paul Himka, from the Department of History and Classics. Dr. Himka has an impressive record of publications. His monographs are widely read and have been reviewed in leading journals and are constantly cited in learned papers and books.

Dr. Anne Naeth, from the Department of Renewable Resources. Dr. Naeth is an extremely thorough research reviewer, editor and a superb writer. Dr. Naeth's reputation has led to requests for manuscript reviews from a variety of journals.

Dr. Kumar Nandakumar, from the Department of Chemical and Materials Engineering. Dr. Nandakumar is very active in many inter-related research areas, and is a world expert in the area of Computational Fluid Mechanics and Transport Phenomena.

Dr. Tom Priestly, from the Department of Modern Languages and Cultural Studies. Since Dr. Priestly's arrival at the University of Alberta in 1970, he has demonstrated excellence in teaching, academic leadership and research. ■

The University of Alberta
is accepting nominations for its



Board of Governors' Award of Distinction

The Board of Governors' Award honors individuals or groups who have made exceptional contributions to link the University of Alberta with the municipal, provincial, national, and/or international community.

The criteria for the Board of Governors' Award of Distinction are:

- Promoting goodwill between the University of Alberta and the community through exceptional volunteer service, and
- Creating awareness of the University of Alberta with the community by bringing honor to, or enhancing the reputation of the University, and
- Furthering the aims of the University with integrity in creating partnerships (social, cultural, economic)

Further nomination and eligibility information may be obtained on the internet at www.ualberta.ca/governors/distinction.htm or via e-mail at louise.shulko@ualberta.ca or by contacting:

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3-31 University Hall, University of Alberta
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invites all staff to join him in thanking

Roger Smith

for serving as Vice-President (Research)

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RSVP by June 13: 492-6534 or presrsvp@ualberta.ca
Questions: von.whiting@ualberta.ca

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events

SCHOOL OF BUSINESS

THE CENTRE FOR EXECUTIVE AND MANAGEMENT DEVELOPMENT

June 19, 8:30 a.m. to 3:30 p.m.

The Centre for Executive and Management Development is pleased to announce that it will be hosting Tom Peters at the Telus Centre for Professional Development. Title: Tom Peters: From Excellence to WOW! He will be presenting his latest strategies in From Excellence to WOW! Reinventing the rules for the Brand New Workplace. For more information please visit www.cemd.ca or call (780) 492-8502.

CANADIAN COCHRANE SYMPOSIUM 2001

The Canadian Cochrane Symposium 2001 will be held in Edmonton, Alberta November 22-24, 2001. Location: Bernard Snell Hall. Times: 8:30 a.m. to 9:30 p.m. The Symposium will include presentations and hands-on sessions focused on the theme of "Marketing the Evidence" for good healthcare decision making. Speakers will cover the Canadian and International perspectives of this topic. Deadlines for submission of abstracts is June 15, 2001. For more information, please visit the Symposium website at: <http://www.ualberta.ca/CCNC/symposium2001>

EXHIBITION

MC MULLEN GALLERY

April 7 to June 3, 2001

Now showing at the McMullen Gallery, "Sculpture: An Intimate Conversation" is an inside exposé of the sculptors' world. Exhibiting artists will be conducting FREE demonstrations/workshops each Thursday between 2 to 5 p.m. at the McMullen Gallery commencing Thursday, April 19. Hours of the Gallery: Monday to Friday, 10 a.m. to 8 p.m. Saturdays and Sundays, 1 to 8 p.m. 8440 – 112 Street. Phone 407-7152. Email: spointe@cha.ab.ca Contact Michelle Casavant or Susan Pointe.

EXHIBITION

FAB GALLERY

May 22 to June 10

Cadence: senior, graduate student and staff print-making portfolio. Hours: Tuesday to Friday, 10:00 a.m. to 5:00 p.m. Sunday: 2:00 to 5:00 p.m. Closed Monday, Saturday, and statutory holidays. Location: 1-1 Fine Arts Building, 112 Street and 89 Avenue. Phone (780) 492-2081.

EXHIBITION

FAB GALLERY

May 22 to June 10

The Margin: Fumiko Goto, MFA Printing. This exhibition is the final visual presentation for the degree of Master of Fine Arts in Printmaking. Hours: Tuesday to Friday, 10:00 a.m. to 5:00 p.m. Sunday: 2:00 to 5:00 p.m. Closed Monday, Saturday, and statutory holidays. Location: 1-1 Fine Arts Building, 112 Street and 89 Avenue. Phone (780) 492-2081.

FRENCH LANGUAGE CAFES

Drop in and practice your French conversation with a friendly group that meets Saturdays, 1:30 to 3:00 p.m., at Luna Loca Café, 8409 – 112 Street. All skill levels welcome, no registration required, no fee. University facilitator in attendance. Information: 492-2325.

NANUC

THE NATIONAL HIGH FIELD NMR CENTRE (NANUC)

August 17, 2001, afternoon

Seminar presentation entitled "Prion Protein Structural Biology and the Mad Cow Crisis" by the preeminent NMR spectroscopist and prion researcher Dr. Kurt Wuthrich. The seminar will take place in Snell Hall. Everyone is invited. For more information, call Bruce Lix, 492-8530.

PHYSICAL EDUCATION AND RECREATION

10TH CANADIAN CONGRESS ON LEISURE RESEARCH

May 22-25, 2002

The triennial CCLR, sponsored by the Canadian Association for Leisure Studies and hosted by the University of Alberta Faculty of Physical Education and Recreation, will be held in Edmonton. General information on the Congress, as well as specific information on the recently announced Call for Papers, can be found at www.eas.ualberta.ca/cclr10/

STANDARD FIRST AID/HEARTSAVER COURSES

The Office of Environmental Health & Safety has arranged for Standard First Aid/Heartsaver courses to be held on campus once again this year. The training is comprised of two full-day sessions (8:00 a.m. to 4:00 p.m.) with morning, lunch and afternoon breaks. The cost is \$80.00 per person. The first course will be held in early April and the last at the end of October. Registration is limited due to classroom size. For further information and registration forms please call Cindy Ferris at 492-1810 or e-mail cindy.ferris@ualberta.ca

talks

Submit talks and events to Cora Doucette by 9 a.m. one week prior to publication. Fax 492-2997 or e-mail at cora.doucette@ualberta.ca.

FACULTY OF ARTS

June 14, 7:30 p.m.

Public lecture by Dr. Lesley Cormack of the Department of History and Classics (offered in conjunction with McDougall United Church). Topic: "How to go to Heaven or how the heavens go: Science and Religion in the Scientific Revolution." The lecture takes place at McDougall United Church, 10025 – 101 Street. Call 428-1818 for more information.

DEPARTMENT OF BIOLOGICAL SCIENCES

June 4, 1:00 p.m.

Markus Thormann, "The Role of the Fungal Communities of Southern Boreal Peatlands." Room M-141, Biological Sciences Building.

DEPARTMENT OF CELL BIOLOGY

June 4, 9:30 a.m.

Alberta Heritage Foundation for Medical Research guest speaker Dr. Brigitte H. Keon, Odyssey Pharmaceuticals, Inc. San Ramon, California. Topic: "The Protein Contact Assay (PCA): A New Paradigm for Functional Genomics." Seminar Room, 5-10 Medical Sciences Building.

COMPUTING SCIENCE DEPARTMENT

June 4, 11:00 a.m.

Rajiv Gupta from the University of Arizona speaking on "Frequent Value Locality and Its Applications." Room B-10, Computing Science Centre. IEEE Distinguished Visitor Program.

DEPARTMENT OF PHYSIOLOGY

June 1, 3:00 p.m.

Dr. Gerald W. Zamponi, Department of Physiology and Biophysics, University of Calgary, speaking on "Molecular aspect of calcium channel function and regulation." Room 207 Heritage Medical Research Centre.

June 22, 3:00 p.m.

Dr. Jonathan Lytton, Departments of Biochemistry and Molecular Biology and Physiology and Biophysics, University of Calgary, speaking on "Molecular diversity of Na/Ca exchanger function." Room 207 Heritage Medical Research Centre.

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Important date reminder from Resource Planning **Friday, June 15**

In preparation for the June Planning Forum, each Faculty is required to submit its PowerPoint presentation outlining **issues, challenges and strategic initiatives** by Friday, June 15 (the document can be e-mailed to marlene.lewis@ualberta.ca).

Also by June 15, Deans and their invited representatives must confirm their attendance and book a presentation time for the Planning Forum, scheduled for June 27 and 28.

Reporting to the Chief Financial Officer, the Office of Resource Planning develops, implements, and oversees the University's resource planning activities leading to the development of four-year strategic business plans and annual consolidated budgets.




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For more information, visit our website at <http://www.ualberta.ca/ResourcePlanning>

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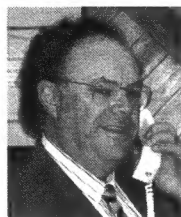
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RETIREMENT RECEPTION FOR EFFIE WOLOSHYN



Effie Woloshyn has worked on campus for 30 years as a laboratory technician in genetics, now part of the Biological Sciences Department. Effie is well known for her tireless volunteer support of the Non-Academic Staff Association and more directly as an advocate for NASA members' rights and recognition on campus. A reception in Effie's honour will be held on Wednesday, June 6, 2001, 3 to 5 p.m., in the Heritage Lounge, Athabasca Hall. Please join us in wishing Effie the very best in her retirement.

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The University of Alberta hires on the basis of merit. We are committed to the principle of equity of employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

RESEARCH CO-ORDINATOR THE CANADIAN FORUM ON CIVIL JUSTICE UNIVERSITY OF ALBERTA

Applications are being accepted for a full-time, 24-month term position (with the possibility of 12-month extension). The Forum is conducting multi-disciplinary, multi-site, qualitative research on the state of communication between the civil justice system and the public, and will develop and measure best practices for improving such communication. The research co-ordinator will be an integral part of a team, working in close collaboration with the four research directors, co-ordinating our large research alliance, and supervising project staff.

The research co-ordinator will act as a field researcher as well as a project co-ordinator. The ideal candidate should have at least master's level qualifications (PhD preferred), with experience in qualitative research methods and analysis, administration and project management. The successful candidate should also possess excellent organizational and group facilitation skills, excellent communication skills and should have a demonstrated ability to manage multiple activities, develop collaborative relationships and achieve results. Legal training or experience working in a legal setting would be an asset. The position offers a salary range starting at \$37,980 with a benefits package.

Key Responsibilities:

- Collaborate with research directors on the implementation of the research design and provide ongoing feedback as the project progresses;
- Co-ordinate all aspects of data collection; visit selected Alberta and Canadian courts and related agencies to interview individuals working within these institutions and to observe programs currently in place, including contacting potential interviewees; conduct interviews and facilitate focus groups;
- Participate in the collection and preliminary analysis of qualitative research data;
- Contribute to writing and presentation of research results;
- Supervise and manage partnership communication strategy;
- Co-ordinate and oversee the activities of research assistant(s), students and an administrative assistant;
- Assist with developing, implementing and monitoring of operational plans;
- Manage operational systems associated with effective functioning of the research project, including participating in the budget process and co-ordinating administrative needs;
- Assist with preparation of research grant proposals.

Candidates are asked to submit a current résumé and the names of three people who may be contacted for references. Please submit applications by June 11 to:

The Canadian Forum on Civil Justice
110 Law Centre, University of Alberta
Edmonton, Alberta T6G 2H5
Ph. (780) 492-2470 Fax (780) 492-6181
E-mail: dlowe@law.ualberta
internet: http://www.cfcj-fcjc.org

The records arising from these competitions will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPPA).

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NSERC UNIVERSITY FACULTY AWARD UNIVERSITY OF ALBERTA DEPARTMENT OF AGRICULTURAL, FOOD AND NUTRITIONAL SCIENCE

The Department of Agricultural, Food and Nutritional Science (AFNS) plans to nominate a female scientist for an NSERC University Faculty Award. Candidates are required, at the time of appointment, to hold a PhD degree in a discipline that can contribute to the three major areas of AFNS teaching and research: production efficiency and sustainability, agri-food technology, and nutrition and human health. Strong demonstrated research potential and teaching commitment are essential.

A tenure-track appointment will be made available to the successful candidate conditional upon their receipt of the NSERC University Faculty Award. Candidates must be women and Canadian citizens or permanent residents of Canada who are not currently holding or have previously held a tenured or tenure-track position in a Canadian university.

The closing date for applications is August 31,

2001. Applications, including a statement of research and teaching interests, curriculum vitae and three letters of reference should be sent to Dr. John Kennelly, chair, Department of Agricultural, Food and Nutritional Science, University of Alberta, Edmonton, AB, T6G 2P5. The successful candidate would be expected to begin no later than September 1, 2002.

For further information on this position contact Dr. Kennelly at (780) 492-2131 / (780) 492-4265 (fax), e-mail chair@afns.ualberta.ca or visit our web site at www.afns.ualberta.ca. Additional information concerning award conditions can also be obtained from the NSERC web site:

http://www.nserc.ca/programs/schol4_e.htm.

The records arising from this competition will be managed in accordance with the provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPPA).

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

FINANCIAL OPERATIONS MANAGER REAL ESTATE AND PARKING SERVICES UNIVERSITY OF ALBERTA

Real Estate and Parking Services at the University of Alberta invites applications for the position of financial operations manager. The position will manage the financial operations of Real Estate Services, HUB Shopping Mall, University Houses, Parking Services and the University Extension Centre, and other entities that may be assigned. Accountability will include preparation of budgets, financial statements and their analysis, lease analysis, financing proposals, office administration, FOIPPA, real estate proformas, property valuation and return analysis, property tax review, accounting liaison and property management.

The individual selected will have excellent communication, problem-solving, analytical, decision-making, interpersonal skills and be experienced in the use of Spectra property management software. Applicants must have the equivalent of a fourth-year CMA in education and an extensive background in real estate. A person with a Certified Property Manager CPM or Real Property Administrator RPA Designation would be preferred. A minimum of 10 years' experience relating to the accounting and management of real estate operations is required.

This is a full-time Administrative/Professional Officer position. The salary range is \$36,534.00 - \$57,842.00 per annum, commensurate with education and experience. A comprehensive benefits program is available.

The acting incumbent will be a candidate for this position.

Please submit your résumé in confidence by June 21, 2001 to:

Allan Mah, B. Comm., CPM
Director, Real Estate and Parking Services
University of Alberta
1-15 University Hall
Edmonton, Alberta T6G 2J9
Fax: (780) 492-8062

The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

SESSIONAL CLINICAL INSTRUCTORS FACULTY OF NURSING UNIVERSITY OF ALBERTA

September 2001 - April 2002

The University of Alberta Faculty of Nursing is looking for sessional faculty to provide clinical instruction to students who are assigned to community and hospital settings. Positions are available in the following clinical areas: medical, surgical, mental health, community health (public health), and child health. Some day/evening shift rotation may be required.

Preferred candidates will hold a master's degree in nursing with a minimum of two years of clinical experience in the related field. A Baccalaureate degree with relevant experience will also be considered. Applicants must hold current nursing registration in Alberta or be eligible to be registered as a nurse in the Province of Alberta.

In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered.

Applicants should submit a curriculum vitae and the names of three referees by June 15, 2001 to

Human Resources Co-ordinator, Faculty of Nursing, University of Alberta, 3-126 Clinical Sciences Building, Edmonton, AB, T6G 2G3.

The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPPA).

The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

RESEARCH FINANCIAL ANALYST FACULTY OF NURSING UNIVERSITY OF ALBERTA

The Faculty of Nursing has an immediate opening for a research financial analyst. Reporting to the senior financial analyst this incumbent is responsible for providing financial services to faculty members who have received research or trust funding by providing assistance in the areas of budget preparation, tracking and financial reporting, as well as advice regarding access to alternate or additional funding sources. The research financial analyst is also responsible for providing guidance and support to the associate dean and the research review committee relating to the availability of funds to support research activities.

If you have a post-secondary business or accounting education, or three - five years of experience in an accounting role involving financial planning, forecasting, reporting and variance analysis we would like to hear from you. The preferred candidate

will possess strong analytical skills to interpret financial information for analysis and forecasting purposes, superior time management skills, excellent oral and written communication skills as well as strong interpersonal skills and the ability to work as a member of a team. Familiarity with PeopleSoft Financials and knowledge of the University of Alberta's grant and research policies and procedures would be an asset.

This is a full-time continuing support position with a salary range of \$32,600 to \$41,000. We thank all applicants but advise that only those selected will be contacted for a scheduled interview.

Please forward your résumé by June 8, 2001 to: Co-ordinator Human Resources, Faculty of Nursing, 3-126A Clinical Sciences Building, University of Alberta, Edmonton, AB, T6G 2G3.

The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPPA).

The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

STUDENT ADVISOR FACULTY OF NURSING UNIVERSITY OF ALBERTA

The Faculty of Nursing is seeking a student advisor for our Collaborative Baccalaureate Nursing Program. Reporting to the director of undergraduate services, the student advisor is responsible for providing academic advisement and support to current and

prospective students. Specific responsibilities include assisting students with individual academic program planning, granting of advanced credit, delivering orientation programs for new students, providing information sessions for prospective students, and acting in an advisory capacity to faculty members on student concerns, appeals, and University policies.

The successful candidate will demonstrate exceptional interpersonal skills, have a strong customer focus, be able to work in a team environment, and possess excellent written, listening and oral communication skills. Applicants should have a university degree with 3-5 years of experience in an educational setting. Proficiency in MS Office software is required and knowledge of the university environment will be an asset.

Salary range is \$35,289 to \$45,753 per annum

plus a comprehensive benefits program. Applications should be forwarded by June 15, 2001 to:

Employment, Human Resource Services
2-40 Assiniboia Hall
University of Alberta
Edmonton, AB T6G 2E7
E-mail: hrs.recruitment@ualberta.ca
Fax: (780) 492-0371

Applicants not contacted are thanked for their interest and encouraged to apply for future positions advertised with the University.

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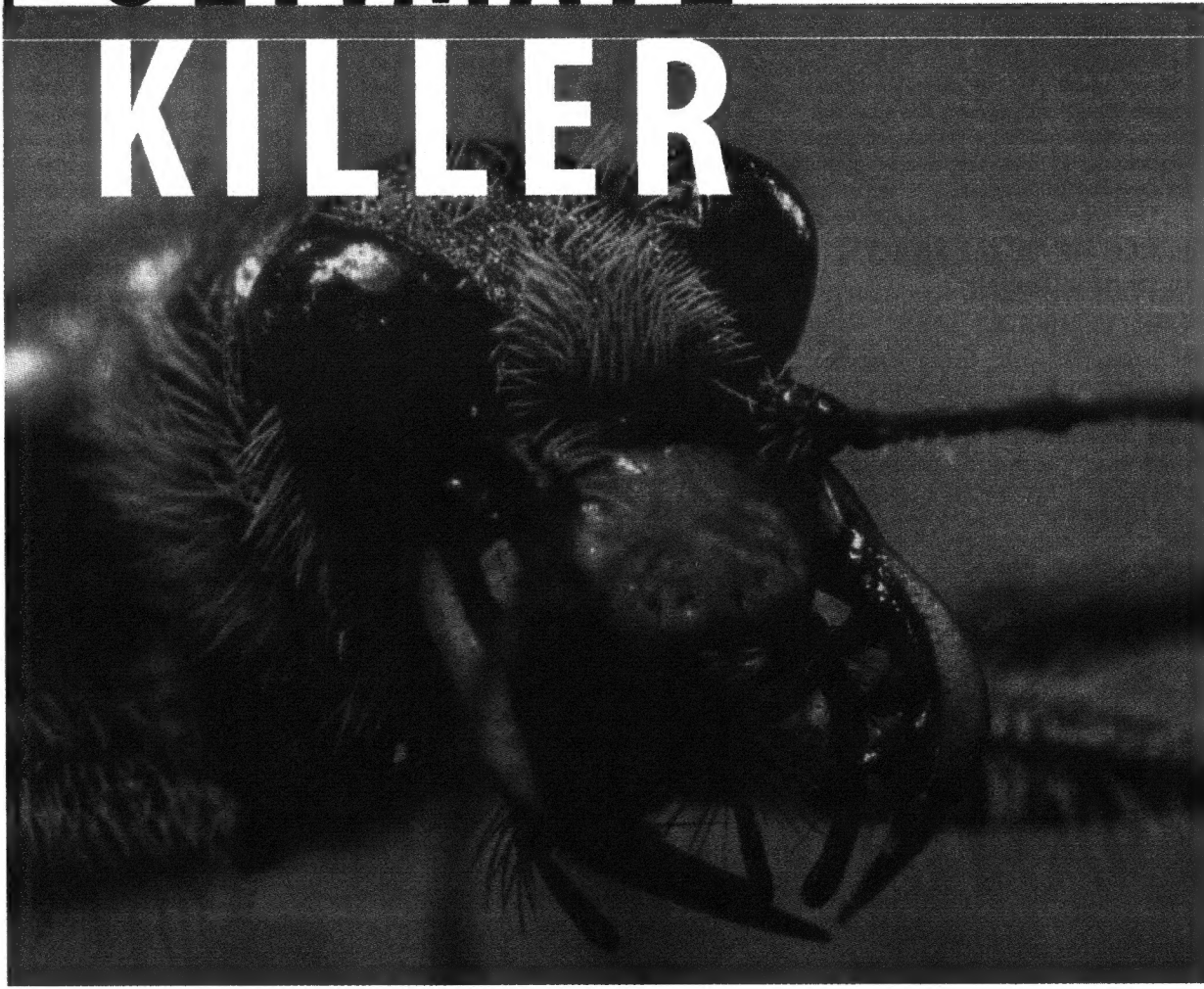
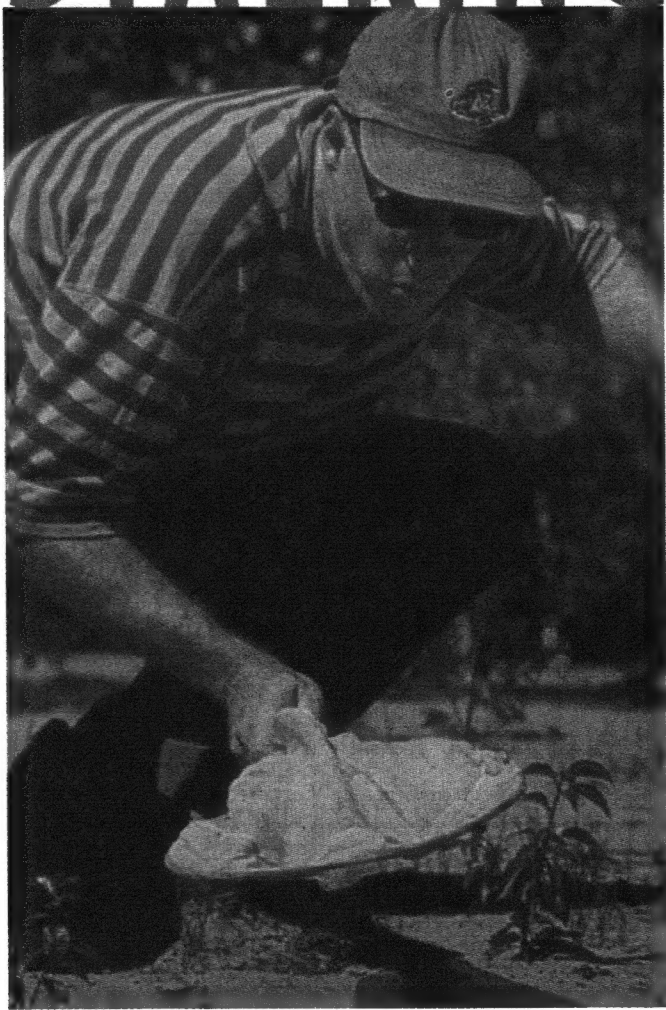
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STALKING THE ULTIMATE KILLER



John Acorn gets up close and personal with the ferocious tiger beetle

By David Beharry

John Acorn, better known as host of the television program *The Nature Nut*, is a loveable guy who loves tiger beetles. Acorn first discovered the tiny but ferocious creatures as a child, during a family vacation at Gull Lake. "I was delighted with their crisp markings, their big jaws and eyes, and their bright, iridescent blue-green undersides," he recalls. It was love at first sight.

His interest in the beetles has never waned. In fact, it's infectious. When Acorn featured the tiger beetle on his television show, which can be seen locally on Canadian Learning Television (<http://www.clt.ca/>) and the Discovery Channel (<http://www.discovery.ca/>), it turned out to be one of the program's most popular episodes. "I received heaps of mail, from kids and naturalists. I think that part of what made it such a good show was the natural appeal of the tiger beetles themselves," he said.

So what's the big deal about the little insects? For starters, they look cool. "They are large, brightly coloured, easy to iden-

tify, active by day, interesting to watch as they run around searching for prey, and the subject of a vast and fascinating literature, with a long history of enthusiasts right here in Alberta."

Acorn has recently written a book about the bugs, *Tiger Beetles of Alberta, Killers on the Clay, Stalkers on the Sand*. Published by the U of A Press (<http://www.ualberta.ca/~uap/>) *Tiger*

"I received heaps of mail, from kids and naturalists. I think that part of what made it such a good show was the natural appeal of the tiger beetles themselves." —John Acorn

Beetles is full of bright, glossy photographs of the various types of tiger beetles that live in Alberta. There are about 115 species of tiger beetles in North America—19 live in Alberta. More than 100 photographs, all taken by Acorn, show how colourful and ferocious the tiger beetles are. A feared hunter and absolute speed demon, the tiger beetle has been clocked at .42 metres—about 29 body lengths—per second. If that doesn't seem fast, consider such speed on a larger scale: if a grizzly bear were as quick as a tiger beetle, it could charge you at an astounding 220 km/h.

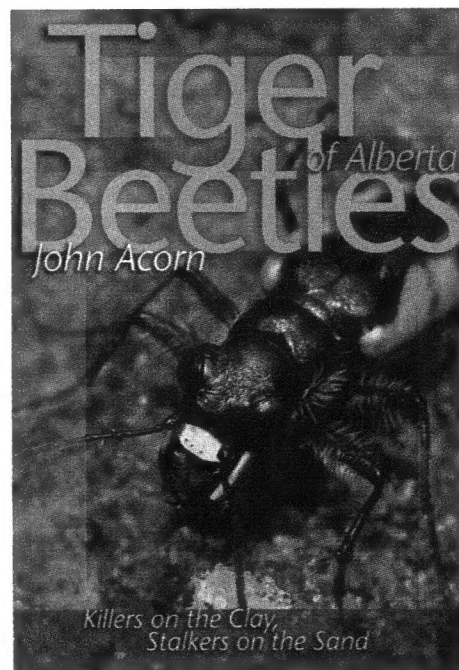
That type of description is Acorn's greatest tool in cutting through technical

jargon to bring the fascinating, everyday life of the tiger beetle to readers. The book explains the name, habitat, and distinguishing marks of each type of tiger beetle, with tips on where to locate the creatures in Alberta. The habitat section gives information on the landscape features while the corresponding maps show tiger beetle hotspots in Alberta. There's also a brief life history of these fascinating creatures.

In a way the book is meant to be a localized version about tiger beetles in Alberta. It celebrates their beauty, their remarkable adaptations, their quirks and the grandeur of the landscapes they inhabit. Living in unvegetated,

geologically active environments that many people consider desolate—tiger beetles serve as symbols of the value of even the most barren spots on the planet.

Acorn spent a little over a year putting the book together. "I'd been thinking about the book ever since I was 15 years old, so it was easy to write," he explains. Let Acorn introduce you to the amazing world of the tiger beetle and you'll never look at bugs the same way again. "If every reader of the book takes the time to find just one tiger beetle in the field he will consider the project successful," he said. "Of course, if you merely read the text and admire the photographs, that's alright too."



Left: Acorn's book, *Tiger Beetles of Alberta, Killers on the Clay, Stalkers on the Sand*.

Below: The muddy, messy, but beetle-rich banks of the North Saskatchewan River in Edmonton.



A male grass-runner tiger beetle.

folio **back**
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